BY ORDER OF THE SECRETARY
 OF THE AIR FORCE

AIR FORCE INSTRUCTION 16-109

3 SEPTEMBER 2010

Operations Support

INTERNATIONAL AFFAIRS
SPECIALIST (IAS) PROGRAM

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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This instruction implements Department of Defense Instruction 1315.20, Military Department of Defense Foreign Area Officer (FAO) Programs (referred to as DoDI 1315.20), dated September 28, 2007, and AFPD 16-1, International Affairs, by providing specific guidance for establishing and sustaining the Air Force International Affairs Specialist Program. It applies to active component Air Force and Air Reserve Component (ARC) personnel. Submit waiver requests for requirements contained in this instruction to SAF/IAPA.

Records Management: Maintain and dispose of all records created by prescribed processes in accordance with AFMAN 37-123, Management of Records and the Records Disposition Schedule found on line at **https://www.my.af.mil/gcss-af61a/afrims/afrims**.

SUMMARY OF CHANGES

This document has been substantially revised and must be reviewed in its entirety. This revision disestablishes the Air Force Foreign Area Officer Program, incorporates changes from DoDI 1315.20 and supports the institutionalization of the new Air Force International Affairs Specialist Program.

Chapter 1

PROGRAM DESCRIPTION

1.1. Overview. Changes in the international security environment and the nature of threats to U.S. national security have increased the range of potential conflict zones and expanded the number of likely coalition partners with whom U.S. forces will work. In addition, the Air Force's "global footprint" and transition to an Expeditionary Air, Space, and Cyberspace Force reinforces the reality that future missions will require personnel with a more sophisticated understanding of the international security environment. The Air Force established the International Affairs Specialist Program to meet these challenges by deliberately developing a cadre of Airmen with international insight, foreign language proficiency, and cultural understanding. Air Force International Affairs Specialists combine professional military skills with an intimate, nuanced understanding of the history, language, culture, and political-military issues of the countries and regions in which the Air Force may operate, and in certain cases, these officers will have foreign language proficiency. They employ this unique combination of knowledge and skills to understand the specific regional context in which air, space, and Cyberspace power may be applied, integrate this understanding into plans and operations, and build effective relationships with our global partners; relationships are critical enablers for our Expeditionary Air, Space and Cyberspace Force.

1.2. International Affairs Specialist (IAS) Program. The IAS Program is the Air Force component of the DoD Foreign Area Officer Program and is designed to deliberately develop officers with international skills. Fully consistent with the force development concepts, officers are typically identified at the mid-career point for deliberate development in the IAS program. These officers will be carefully managed to remain viable and competitive in their primary AFSC while developing a strong foundation in international affairs.

1.2.1. Political-Military Affairs Strategist (PAS). PAS development begins in conjunction with Intermediate Developmental Education (IDE) or Senior Developmental Education (SDE). Selected officers acquire a broad knowledge of political-military affairs through developmental education, then serve in one developmental assignment to gain political-military experience. PAS officers develop a unique skill set that translates across AFSC, developing a strong understanding of inter-agency partnerships key to operations in the irregular warfare domain.

1.2.2. **Regional Affairs Strategist (RAS).** RAS development typically begins in the 7-10 year commissioned service window, but some developmental opportunities exist as part of SDE. Officers designated for RAS development will earn a regionally-focused masters degree and complete foreign language training to gain a detailed knowledge of regional history, culture, language, and political-military affairs. They will then embark upon a well-managed dual career track, alternating between core career field and complementary RAS assignments. Assignments in the officer's core specialty, when possible, will be complementary to the RAS officer's regional specialization.

1.3. IAS Duties. RAS officers typically serve as Major Command (MAJCOM), Combatant Command (COCOM), and Headquarters Air Force staff officers, country desk officers, arms control specialists, foreign liaison officers, political advisers, security assistance officers, and

attachés where their unique combination of professional military skills, regional expertise, and foreign language proficiency are required. PAS officers serve in similar positions, but perform duties that require a broad knowledge of political-military affairs rather than regional expertise and foreign language skills.

Chapter 2

RESPONSIBILITIES

2.1. Office of the Secretary of Defense (OSD). The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) establishes DoD accession, education, and utilization policy for Foreign Area Officers.

2.2. Secretary of the Air Force (SECAF). The SECAF, through the Deputy Under Secretary of the Air Force, International Affairs (SAF/IA), develops IAS programs to meet the needs of the Air Force and other DoD Components consistent with DoDI 1315.20.

2.3. Chief of Staff, United States Air Force (CSAF). The CSAF conducts an annual review of IAS needs and requirements in the Military Department staffing documents.

2.4. Deputy Under Secretary of the Air Force, International Affairs (SAF/IA). SAF/IA executes the IAS Program on behalf of the SECAF and serves as the Functional Authority for the IAS secondary career field. The Director of Policy (SAF/IAP) manages development of policy, plans, and guidelines for US Air Force international programs and serves as the Functional Manager for the IAS secondary career field. SAF/IAPA performs day-to-day management and administration of the IAS Program on behalf of SAF/IA and serves as Cross Functional Mission Area Manager for the 16F (RAS) and 16P (PAS) Secondary AFSCs. Specifically, SAF/IA will:

2.4.1. Validate USAF IAS billet requirements with COCOMs and MAJCOMs IAW AFI 38-201, Determining Manpower Requirements.

2.4.2. Determine IAS education, training, experience, and qualification criteria for AFMAN 36-2105, Officer Classification.

2.4.3. Validate IAS education and training requirements for use by AF/A1 at the Air Force Education Requirements Board (AFERB) and Training Requirements Arbitration Panel (TRAP).

2.4.4. Through the annual IAS Advisory Panel, provide IAS screening, selection, and management recommendations to Development Teams (DT) and Assignment Teams (AT). AFR will conduct IA DT Boards at ARPC in accordance with current AFRC policy and directives.

2.4.5. Develop and manage the IAS secondary career field prioritization plan.

2.4.6. Track officers with IAS qualifications for IAS development and utilization.

2.4.7. Manage IAS-related skills proficiency and enhancement programs.

2.4.8. Monitor IAS accession, retention, and promotion rates IAW DoDI 1315.20.

2.4.9. Maintain fiscal and budgetary oversight for all IAS program-related items.

2.4.10. Participate in Interagency Language Roundtable (ILR) plenary sessions as needed.

2.4.11. Work with AF/A1 to develop and maintain the necessary information management tools to successfully execute and manage all IAS-related duties.

2.5. Personnel Directorate, Air Force Reserve (AF/REP). AF/REP manages development of policy, plans, and guidelines for Air Force Reserve (AFR) participation in the IAS program.

2.5.1. AFRC/A1 and ARPC/DPAFE manage professional and continuing education development programs for AFR personnel and match AFR officers to annual IAS education and training allocations.

2.6. International Affairs Directorate, National Guard Bureau (NGB-J5-IA). NGB-J5-IA manages development of policy, plans, and guidelines for National Guard participation in the IAS program in coordination with NGB-J1 and ANG/A1.

2.7. Deputy Chief of Staff, Manpower, Personnel & Services (AF/A1). AF/A1 is responsible for personnel policy and the AF/A1D, as the Air Force Senior Language Authority, is responsible for Air Force Culture, Regional and Language policy and program oversight. AF/A1 will:

2.7.1. Assist SAF/IA in determining manpower requirements IAW AFI 38-201.

2.7.2. In coordination with Career Field Managers, ensure DTs receive IAS participation opportunities/quotas, based on USAF requirements and core career field sustainment.

2.7.3. Assist SAF/IA in supporting and scheduling IAS education and training requirements through the AFERB and TRAP.

2.7.4. Ensure personnel policies support development, retention, and promotion opportunities of IAS officers and are in place to meet DoD needs consistent with DoDI 1315.20.

2.7.5. Ensure policies encourage and enable IAS-identified and selected officers to take the DLAB and DLPT as required and ensure procedures exist for updating personnel data systems to reflect award of the 16F and 16P AFSCs.

2.7.6. Assist SAF/IA in compiling metrics to monitor IAS accession, retention, and promotion rates.

2.7.7. Maintain oversight and provide policy recommendations on issues affecting Air Force culture, regional and foreign language initiatives.

2.7.8. Through the General Officer Management Office (AF/DPG) and Colonel Matters Office (AF/DPO), accomplish assignment actions for IAS billets O-6 and above.

2.8. Air Force Personnel Center (AFPC). The IAS AT, in conjunction with core career field DTs and ATs, ensures effective selection and utilization of active component IAS officers. AFPC will:

2.8.1. Ensure DTs vector officers for deliberate development in the IAS program.

2.8.2. Ensure the IAS AT, in cooperation with core career field ATs, accomplishes assignment actions for IAS billets O-5 and below.

2.8.3. Ensure ATs carefully manage the core career field/IAS dual career path to ensure officers remain viable and competitive for promotion in their primary AFSC, while continuing to develop the officer's proficiency in the international arena.

2.8.4. Ensure Defense Language Aptitude Battery (DLAB) scores, Defense Language Proficiency Test (DLPT) scores, and graduate education data necessary to source candidates for IAS assignments are properly maintained in Air Force personnel systems.

2.9. Development Teams (DTs). DTs will screen and vector qualified officers for deliberate development and utilization as International Affairs Specialists, ensuring they remain viable and competitive in their primary Air Force specialty. ARC will conduct IA (secondary) career field Advisory Panel in accordance with AFRC/ANG directives.

2.10. Combatant Commands, Defense Agencies, DoD Military-Diplomatic Offices at U. S. Embassies, and Air Force MAJCOMs. Combatant Commands, Defense Agencies, DoD Military-Diplomatic Offices at U.S. Embassies, and Air Force MAJCOMs shall employ IAS officers to provide expertise in planning and executing operations, to provide liaison with foreign militaries operating in coalitions with U.S. forces, to conduct political-military activities, and to execute military-diplomatic missions as outlined in DoDI 1315.20 and CJCSI 3126.01, Language and Regional Expertise Planning. They will involve SAF/IA when manpower change requests include changing existing IAS billets, adding IAS billets, and deleting IAS billets.

2.11. Force Development Flight. Servicing Force Development Flights will administer the DLAB and DLPT in accordance with AFI 36-2605, Air Force Military Personnel Testing System, ensure these scores are properly updated in the Military Personnel Data System (Mil-PDS), and process award and update of the 16F and 16P AFSCs.

Chapter 3

PROGRAM MANAGEMENT

3.1. General Requirements. IAS officers must be qualified in a primary Air Force career specialty, remain eligible for worldwide deployment or assignment, and be eligible for security clearance upgrades.

3.2. Application and Selection. Under the IAS Program, DTs will vector officers for IAS development at the mid-career point (typically 7-12 years commissioned service).

3.2.1. PAS. Officers are selected for PAS development typically within the 10-12 year commissioned service window in conjunction with Intermediate Developmental Education (IDE), but some developmental opportunities exist as part of Senior Developmental Education (SDE). Interested active component officers should indicate a desire for PAS development on their Airman Development Plan (ADP). Air Force Reserve officers should utilize the Reserve Officer Development Plan (R-ODP) to communicate a desire for PAS development. DTs will vector officers for developmental education and the Developmental Education Designation Board (DEDB) or Reserve Developmental Education Designation Board (RDEDB) as applicable will designate officers for a PAS development program.

3.2.2. RAS. Officers are typically selected for RAS development within the 7-10 year commissioned service window, but some developmental opportunities exist as part of Senior Developmental Education (SDE). Interested active-duty, line officers must indicate a desire for RAS development on their ADP; Air Force Reserve officers will indicate their desire on the R-ODP. The comments section of the ADP must include the officer's DLAB score and, if applicable, DLPT scores. DLAB scores are mandatory for selection to RAS development. Officers may list regional and language preferences, but must include the statement "I agree to accept any RAS developmental opportunity offered and am a volunteer for worldwide deployment or assignment." Officers must ensure they have achieved the minimum DLAB score required for their language preferences (reference Attachment 2). Core career field DTs will review ADPs and select qualified officers for RAS development.

3.2.2.1. RAS officers shall attain and maintain language proficiency at the 2/2 DLPT level. Officers who are not at this level proficiency will be provided a training plan and afforded training opportunities accordingly.

3.3. Education and Training. Officers selected for the IAS Program will receive appropriate formal education and training. SAF/IAPA will match active component RAS candidates to annual education and training allocations. The Air Force Reserve will typically select officers with pre-existing RAS skills (i.e., a regionally focused masters degree and professional level proficiency in one of the dominant languages in their regions of expertise), who are able to fill RAS billets without additional education and training. ARC DT Boards will provide appropriate vectors to members who express a desire in their R-ODP to enter the IAS program.

3.3.1. PAS. Officers selected for PAS development will complete a political-military oriented IDE program as designated by the DEDB or RDEDB as applicable. These programs include but are not limited to Air Command and Staff College (ACSC) with the Political-Military Affairs Strategist specialized seminar; the Naval Postgraduate School (NPS) masters

degree program; English-speaking foreign IDE programs; and the USAF Political Advisor (POLAD) internship.

3.3.2. RAS. Officers selected for RAS development will complete a regionally focused advanced academic program (such as NPS, the Olmsted Scholar Program, or foreign-speaking foreign I/SDE), will become proficient in one of the dominant languages in their regions of expertise, and will serve at least 6 months in the country/region of specialty. If an officer is not vectored for deliberate development, SAF/IAPA can still approve Tuition Assistance for a second Master's Degree, in accordance with the 18 June 2008 AF/A1DLV Memorandum.

3.3.2.1. Advanced Academic Degree. Officers who do not already possess a regionally focused advanced academic degree will attend NPS or other designated institution. This requirement may also be satisfied through the Olmsted Scholar Program or foreign I/SDE.

3.3.2.1.1. Naval Postgraduate School. NPS, a 46-nation Partnership for Peace education center, is an academic institution whose emphasis is on study and research programs relevant to the DoD. The Department of National Security Affairs (NSA) specializes in the study of international relations and security policy, and brings together outstanding faculty; students from the Army, Air Force, Navy, Marines, National Guard, and various civilian agencies; and scores of international officers from dozens of countries for the sole purpose of preparing tomorrow's military and civilian leaders for emerging security challenges.

3.3.2.1.2. The Olmsted Scholar Program. The Olmsted Scholar Program offers educational grants for two years of graduate study in a foreign language to competitively selected career line officers from the four branches of the U.S. military. The purpose of the program is to provide an officer with an in-depth understanding of a foreign language and culture so they will be knowledgeable and sensitive to the viewpoints and concerns of people around the world. Olmsted Scholars are nominated by their military services and selected by the Olmsted Foundation Board of Directors.

3.3.2.1.3. Foreign I/SDE. The purpose of sending Air Force officers to foreign I/SDE programs is to enhance the professional military competence of Air Force officers; increase knowledge and understanding of U.S. interests within the applicable region; improve foreign language proficiency; provide exposure to foreign militaries; and begin the process of building contacts within the region that will enable the officer to effectively serve in key political-military positions.

3.3.2.1.4. Constructive Credit Waiver. If an officer successfully completes the Olmsted Scholar Program or a foreign-speaking I/SDE program but is not awarded an advanced academic degree, a constructive credit waiver may be granted to satisfy the degree requirement. A constructive credit waiver may also be granted if the officer has duty experience not less than 6 months (preferably a year) in the country/region of specialty, involving significant interaction with host-nation nationals and/or host-nation entities in the foreign countries or regions in which they specialize. Significant interaction entails working directly with host-nation entities (such as study abroad, as a military exchange officer, as a student at an in-country school, or as a security

assistance officer). The constructive credit waiver is requested through SAF/IAPA, but is ultimately granted by the authority of the Assistant Secretary for Manpower and Reserve Affairs for each Military Department.

3.3.2.2. Foreign Language Proficiency. Officers who are not already proficient in at least one of the dominant languages in their regions of expertise will attend the Defense Language Institute or other designated institution for foreign language training. RAS officers shall maintain language proficiency at the 2/2 DLPT level.

3.3.2.3. In-Country Experience. To become fully-qualified under OSD guidelines, RAS officers must have duty experience of not less than 6 months (preferably a year) in the country/region of specialty, involving significant interaction with host-nation nationals and/or host-nation entities in the foreign countries or regions in which they specialize. Significant interaction entails working directly with host-nation entities (such as study abroad, as a military exchange officer, as a student at an in-country school, or as a security assistance officer), in order to gain an in-depth understanding of the language and culture of the country and region. ARC members will serve at least 18 months in the position (billet) that directly supports the country/region of specialty.

3.4. Utilization. Officers vectored for IAS development will serve in appropriate developmental assignments.

3.4.1. PAS. PAS officers will normally serve in an international Political-Military Affairs assignment on their first or second post-IDE assignment. Additional developmental opportunities may be available as determined by the officer's core career field DT and the needs of the Air Force.

3.4.2. RAS. Officers selected for RAS development will enter a dual career path, alternating between primary career field and RAS assignments. RAS officers, through assignments in the international political arena, will gain experience as warrior statesmen with the capability to influence the outcomes of US, allied and coalition operations and to maximize operational capabilities by building partnerships. Assignments in the officer's core specialty, when possible, will be complementary to the RAS officer's regional specialization. AFPC ATs and DTs will carefully manage this dual career path to ensure officers remain viable and competitive for promotion in their primary AFSC.

3.4.2.1. Olmsted Scholar Follow-On Assignments. Officers selected for the Olmsted Scholarship Program will be designated as a Regional Affairs Strategist. Immediate follow-on assignments for Olmsted graduates will be worked on a case-by-case basis focused on the needs of the Air Force. AFPC ATs and DTs will carefully manage this dual career path to ensure officers remain competitive in both their primary AFSC and RAS career fields. All Olmsted follow-on assignments will be approved by the AFPC/CC.

3.4.3. Use of Non-Deliberately Developed Officers in IAS Assignments. If necessary, well-qualified, non-deliberately developed officers may be selected to fill IAS requirements. Non-DEDB/RDEDB designated officers selected to fill PAS requirements should possess a Political-Military Affairs related advanced academic degree (e.g., Political Science, International Relations, etc.) and/or previous Political-Military Affairs experience. Non-deliberately developed officers selected to fill RAS requirements should possess a regionally

focused advanced academic degree (e.g., regional studies, international affairs, national security studies, etc.) and be proficient in a foreign language applicable to the assignment as outlined in paragraph 3.3.2.2.

3.5. Proficiency Testing and Enhancement Programs. These programs are designed to maintain and enhance the foreign language skills and cultural awareness of IAS officers. They support guidance contained in CORONA taskers, DODI 1315.20, the Defense Language Transformation Roadmap, and the Quadrennial Defense Review. Individuals taking part in this training are volunteers and must obtain release through appropriate supervisory channels. RAS officers must maintain their foreign language proficiency and enhance their regional expertise, while alternating between core career field and RAS assignments. SAF/IAPA will be responsible for tracking and managing RAS officer cultural, regional and language capabilities as well as coordinating annual training plans for RAS officers. All RAS officers are required to have an annual training plan and participate in a biennial language and cultural training event (e.g. Language and Area Studies Immersion, Foreign Service Institute, etc.) to ensure they maintain professional level proficiency in their regional language.

3.5.1. Defense Language Proficiency Test. RAS officers must maintain language proficiency at the 2/2 DLPT level in their regional language as outlined in paragraph 3.3.2.2. and required to take a DLPT and Oral Proficiency Interview annually. When RAS officers are assigned to a duty location where DLPT test are unavailable, SAF/IAPA will process a waiver to ascertain if member is maintaining professional level proficiency. Failure to meet this requirement will result in reduction or loss of Foreign Language Proficiency Pay (FLPP) as described in AFI 36-2605, Attachment 11, and may hinder future progression as a RAS. SAF/IAPA will support its RAS officers in attaining and/or maintaining the minimum DLPT score required.

3.5.2. Language Enhancement Programs. SAF/IA will develop and administer programs to help maintain and enhance the foreign language proficiency of RAS officers. These may include, but are not limited to, On-line Language Training, the Language and Area Studies Immersion Program, and individual tutoring programs. SAF/IA will fund and administer an immersion program to qualify deliberately-developed officers as RAS officers, as well as provide and fund, at minimum, biennial cultural, regional and language training to qualified RAS officers.

3.5.2.1. On-line Language Training Program. The On-line Language Training Program's fully interactive software utilizes native speakers, real-life images, and speech recognition to enhance listening, reading, speaking, and writing skills. Officers granted a user license by SAF/IA must actively use the program (i.e., at least once every two weeks) and must complete the program within six months. Officers who do not demonstrate active use or do not complete the program within six months may have their user license suspended. ARC members must actively use the program at least once a month and complete the program within 12 months.

3.5.2.2. Language and Area Studies Immersion Program (LASI). LASI is a one-month intensive area studies and immersion course which includes classroom instruction, one-on-one tutoring, and cultural excursions to improve foreign language skills as well as an enhanced understanding of the host country's culture and way of life. Programs are conducted in a wide variety of languages both overseas and, where political or security

considerations dictate, through CONUS isolation immersion. SAF/IA funds the LASI program (via contract), which includes in-country transportation (directly related to program activities), airfare, lodging (hotel, dormitory or home-stay), language classes, books and materials, visas, and meals. Officers will be on TDY orders for their LASI.

3.5.2.3. Regional Affairs Strategist Immersion (RASI).   A six-month language immersion, specified in DoDI 1315.20, will be funded and arranged for by SAF/IAPA during a RAS officer's initial deliberate development. This immersion will be similar to the LASI, but operate on a "hub and spoke" concept, by using one country in the region as a hub and then surrounding countries as spokes. The RASI will give the officer a truly regional immersion and will focus mostly on involvement in embassy work, as well as continued language tutoring in the target/regional language. SAF/IAPA funds the RASI (via contract), to include in-country transportation (directly related to program activities), airfare, lodging (hotel, dormitory or home-stay), language classes, books and materials, visas, and meals. Officers will be on official TDY orders for their RASI.

3.5.2.4. Individual Tutoring Programs. RAS officers may be eligible for one-on-one foreign language tutoring on a funds-available basis. Officers must locate a U.S. General Services Administration (GSA) approved service provider who accepts the Government Purchase Card (GPC) and then obtain SAF/IA approval, prior to enrolling. Tutoring is funded in 50-hour increments, with a new application needed for every 50 hours of additional Tutoring.

3.5.3. Regional Studies Enhancement Programs.   Because the international security environment is dynamic, RAS officers must remain current on the political-military, economic, social, and cultural issues relevant to their regional specialization, as well as U.S. policy objectives within their region. SAF/IA will facilitate RAS application to and attendance at programs designed to help enhance the regional expertise of RAS officers. These may include, but are not limited to, area studies courses at the Air Force Special Operations School (AFSOS), the Foreign Service Institute, and Regional Security Studies Centers. Air Force Reserve officers who utilize these programs must comply with AFMAN 36-8001.

3.5.3.1. Air Force Special Operations School (AFSOS). AFSOS hosts one-week intensive area studies courses at Hurlburt Field, Florida. The courses provide students with a comprehensive orientation to cultural, historical, political, economic, social, religious, and security dynamics of applicable regions to enable more effective planning and execution of theater-specific military operations.

3.5.3.2. Foreign Service Institute (FSI). FSI, through the George P. Shultz National Foreign Affairs Training Center in Arlington, Virginia, hosts two-week intensive area studies courses to prepare officers and support personnel of the U.S. foreign affairs community for duties overseas and in Washington, DC. Seminars are led by FSI area specialists who also bring in expert lecturers from universities, government, and private organizations. The courses combine lectures, discussions, gaming, field trips, and audio-visual materials in order to highlight the key historical, political, economic and socio-cultural themes of each region.   American policy interests, such as economic competitiveness, security issues, democratization, environmental concerns and other major initiatives, are analyzed within each regional context.

3.5.3.3. Regional Security Studies Centers. DoD Regional Security Studies Centers, including the George C. Marshall European Center for Security Studies in Garmisch, Germany; the Asia-Pacific Center for Security Studies in Honolulu, Hawaii; the Center for Hemispheric Defense Studies in Washington, DC; the Near-East South Asia Center in Washington, DC; and the African Center for Strategic Studies at Fort McNair, DC, provide a focal point where national officials, policy makers, and military officers can gather to exchange ideas, explore strategic issues, and achieve a greater understanding of the challenges that shape the regional security environment. They accomplish this through a variety of security studies education courses, conferences, and research publications.

3.5.4. Eligibility. Language enhancement and enhanced regional studies programs are designed and administered to improve the foreign language proficiency and regional expertise of RAS officers as they alternate between core career field and RAS assignments. If funds are available, other line officers may participate on a space-available basis. Applicants must meet the following eligibility requirements:

3.5.4.1. All applicants must have a minimum of 3 years retainability.

3.5.4.2. On-line language training program applicants with a current DLPT score exceeding 2/2 (Reading/Listening) in the language of interest or applying for a language identified by DoD as dominant in the force must provide operational justification.

3.5.4.3. LASI and tutoring applicants must have a current DLPT score between, and including, 1/1 (Reading/Listening) and 2+/2+ (Reading/Listening) in the language of interest.

3.5.4.4. LASI applicants must have a valid tourist passport and must not currently be stationed in the country of interest. In some circumstances, an official passport may be used; SAF/IAPA is the final decision authority on such requests.

3.5.5. Application Priorities. Applicants will be considered using the priorities listed on the current IAS application.

3.5.6. Application Procedures. SAF/IA will post current program offerings on the International Airmen Division website. Officers interested in participating in these programs must obtain their commander's approval and submit an application (found on the International Airmen Division website, under IAS Program) to SAF/IAPA at least ten weeks prior to the course start date.

3.5.7. Application Processing. SAF/IA will:

3.5.7.1. Coordinate student registration with the contractor and submit country clearance requests as required.

3.5.7.2. Notify applicants of approval or disapproval at least 65 days prior to the course start date and assist with publication of travel orders.

3.5.7.3. Provide approved applicants with a read-ahead package to include course information, student responsibilities, and after-action requirements.

3.6. Financial Management. The IAS budget supports RAS Proficiency and Enhancement Programs, as well as routine Temporary Duty travel for SAF/IAPA personnel.

3.6.1. Budget Responsibilities. SAF/IA, Program Element Manager (PEM) for the IAS Program, submits the Program Objective Memorandum (POM) to HAF/RMX. HAF/RMB writes the budget and funds IAS Operations and Maintenance (O&M) and language training requirements.

3.6.2. Program Elements. The IAS budget falls under Program Element Code (PEC) 91212 (Operations and Maintenance) as listed under Air Force program elements.

Chapter 4

AIR FORCE SPECIALTY CODE CLASSIFICATION

4.1. Award of the PAS AFSC (16PX). Officers will be awarded the PAS AFSC upon completion of an applicable Political-Military oriented IDE program.

4.1.1. 16P1, Entry Level PAS. Officers, who complete an applicable Political-Military oriented IDE program, will be awarded the entry level PAS AFSC (16P1).

4.1.2. 16P3, Qualified PAS. Officers, who successfully complete an applicable Political-Military oriented IDE program and serve 12 months in a PAS billet, will be awarded the qualified PAS AFSC (16P3).

4.1.3. 16P4, Staff Level PAS. Officers, who serve in an above wing-level 16P billet (OSD, SAF, HAF, Joint Staff, Unified Commands, Combatant Commands, Defense Agencies, MAJCOMs, and Warfighting Headquarters), will be awarded the staff level PAS AFSC (16P4).

4.2. Award of the RAS AFSC (16FXX). Officers will be awarded the RAS AFSC upon completion of associated education, language training, and duty requirements as outlined in DoDI 1315.20. Those officers who are not vectored by their DT, but meet the requirements outlined in DoDI 1315.20, must contact the IAS Cross Functional Mission Area Manager for guidance.

4.2.1. 16F1X, Entry Level RAS. Officers designated for deliberate RAS development by their DT will be awarded the entry level RAS AFSC (16F1X) upon completion of their applicable graduate education and foreign language training programs as outlined in paragraph 3.3.

4.2.2. 16F3X, Qualified RAS. Officers designated for deliberate RAS development by their DT will be awarded the qualified RAS AFSC (16F3X) after successfully completing applicable graduate education and foreign language training programs, serving 12 months in a RAS billet, and receiving certification from the IAS Cross Functional Mission Area Manager.

4.2.3. 16F4X, Staff Level RAS. Officers, who serve in an above wing-level 16F billet (OSD, SAF, HAF, Joint Staff, Unified Commands, Combatant Commands, Defense Agencies, MAJCOMs, and Warfighting Headquarters), will be awarded the staff level RAS AFSC (16F4).

4.2.4. RAS Regional Shredouts. The RAS AFSC includes a single-letter suffix to denote expertise in a specific geographical region and at least one of the dominant regional languages.

4.2.4.1. 16FXA, Attaché: Denotes officers serving in an Attaché billet regardless of geographical region.

4.2.4.2. 16FXB, Eurasia. Denotes expertise in the region encompassing Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine, and Uzbekistan. Requires proficiency in at least one of the

following languages: Russian, Armenian, Azerbaijan/Azeri, Chechen, Georgian, Kazakh, Tajik/Tadjik, Turkmen, Ukrainian, or Uzbek.

4.2.4.3. 16FXC, Latin America. Denotes expertise in the region encompassing Argentina, Belize, Bolivia, Brazil, the Caribbean, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, French Guiana, Guatemala, Guyana, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Suriname, Venezuela, and Uruguay. Requires proficiency in at least one of the following languages: Spanish, Brazilian Portuguese, French, or Haitian Creole.

4.2.4.4. 16FXD, Northeast Asia. Denotes expertise in the region encompassing Japan, North Korea, and South Korea. Requires proficiency in at least one of the following languages: Korean or Japanese.

4.2.4.5. 16FXE, Southeast Asia. Denotes expertise in the region encompassing Australia, Brunei, Burma, Cambodia, East Timor, Fiji, Indonesia, Laos, Malaysia, New Zealand, the Philippines, Singapore, Thailand, and Vietnam. Requires proficiency in at least one of the following languages: Burmese, Cambodian/Khmer, Indonesian, Javanese, Lao/Laotian, Malay, Tagalog, Thai, or Vietnamese.

4.2.4.6. 16FXF, Middle East/North Africa. Denotes expertise in the region encompassing Algeria, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Qatar, Saudi Arabia, Sudan, Syria, Tunisia, United Arab Emirates, and Yemen. Requires proficiency in at least one of the following languages: Arabic, French, Amharic, Hebrew, Kurdish, or Persian Farsi.

4.2.4.7. 16FXG, Sub-Saharan Africa. Denotes expertise in the region encompassing Angola, Benin, Botswana, Burundi, Burkina Faso, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Cote d'Ivoire, Democratic Republic of Congo, Djibouti, Equatorial Guinea, Ethiopia, Gabon, Guinea Bissau, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Mauritius, Mauritania, Madagascar, Malawi, Mali, Mozambique, Namibia, Niger, Nigeria Rwanda, Togo, Republic of Congo, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, Swaziland, Tanzania, Uganda, and Zimbabwe. Requires proficiency in at least one of the following languages: French, Swahili, Afrikaans, Hausa, Portuguese, Somali, or Wolof.

4.2.4.8. 16FXH, Europe. Denotes expertise in the region encompassing Albania, Andorra, Austria, Belgium, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Macedonia, Malta, San Marino, Monaco, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, and the United Kingdom. Requires proficiency in at least one of the following languages: Albanian, Basque, Bulgarian, Czech, Danish, Dutch/Flemish, Estonian, Finnish, French, German, Greek, Hungarian, Icelandic, Italian, Kurdish, Latvian, Lithuanian, Macedonian, Norwegian, Polish, Portuguese, Romanian, Serbo-Croatian, Slovak, Slovenian, Spanish, Swedish, or Turkish.

4.2.4.9. 16FXJ, South Asia. Denotes expertise in the region encompassing Afghanistan, Bangladesh, Bhutan, India, Sri Lanka, Maldives, Pakistan, and Nepal. Requires

proficiency in at least one of the following languages: Bengali, Gujarati, Hindi, Kashmiri, Pashto, Persian Dari, Punjabi, or Urdu.

4.2.4.10. 16FXK, China. Denotes expertise in the region encompassing China, Mongolia, and Taiwan. Requires proficiency in at least one of the following languages: Chinese (all dialects) or Mongolian.

4.2.4.11. 16FXL, Generalist. Denotes positions that require the knowledge and experience of a Regional Affairs Strategist but are multi-regional or non-geographical in nature. Examples include positions of multi-regional responsibility on the Joint Staff, Air Staff, or SAF/IA. L-coded billets may be filled by any RAS-qualified officer.

4.2.5. Officers Awarded the 16FXX AFSC Under the Previous Foreign Area Officer (FAO) Program. Officers awarded the 16FXX AFSC under the previous FAO Program will be reclassified as follows:

4.2.5.1. Officers previously awarded the 16FXX AFSC with a regional shredout who possess a regionally-focused advanced academic degree will retain their 16F designation and will be required to achieve and maintain professional level proficiency in their regional language as outlined in paragraphs 3.3.2.2. and 3.5.1. Those who have not served in a 16F billet will retain an entry level RAS AFSC (16F1X) with appropriate regional shredout; those who have served at least 12 months in a 16F billet at wing level or above will retain the qualified RAS AFSC (16F3X) with appropriate regional shredout; and those who have served at least 12 months in a 16F billet above wing level will retain the staff level RAS AFSC (16F4X) with appropriate regional shredout.

4.2.5.1.1. ARC members previously awarded the 16FXX AFSC will retain this same AFSC, as long as they were awarded the 16FXX AFSC under the standards outlined in the AFOCD.

4.2.5.2. Officers previously awarded the 16FXX AFSC with a regional shredout who do not possess a regionally-focused advanced academic degree will retain an entry level RAS AFSC (16F1X) with appropriate regional shredout and will be required to achieve and maintain professional level proficiency in their regional language as outlined in paragraphs 3.3.2.2. and 3.5.1. Upgrade to the qualified or staff level AFSCs will be in accordance with paragraph 4.2.2. and 4.2.3.

4.2.5.3. Officers previously awarded the 16FX AFSC with no regional shredout will be re-designated as entry level PAS officers (16P1).

BRUCE S. LEMKIN
Deputy Under Secretary of the Air Force
International Affairs

Attachment 1

GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION

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Abbreviations and Acronyms

ACSC— Air Command and Staff College

ADP— Airman Development Plan

AEF— Air Expeditionary Force

AF/A1— Deputy Chief of Staff, Manpower and Personnel

AFERB— Air Force Educational Review Board

AFOCD— Air Force Officer Classification Directory

AFPC— Air Force Personnel Center

AFR— Air Force Reserve

AFSC— Air Force Specialty Code

AFSOS— Air Force Special Operations School

ANG— Air National Guard

ARC— Air Reserve Component (includes both AFR and ANG assets)

AT— Assignment Team

COCOM— Combatant Command

CSAF— Chief of Staff, United States Air Force

DEDB— Developmental Education Designation Board

DLAB— Defense Language Aptitude Battery

DLPT— Defense Language Proficiency Test

DoD— Department of Defense

DoDI— Department of Defense Instruction

DT— Development Team

FLPP— Foreign Language Proficiency Pay

FSI— Foreign Service Institute

GPC— Government Purchase Card

GSA— General Services Administration

HAF— Headquarters Air Force

HAF/RMB— Budget Division, Headquarters Air Force Resource Management Office

HAF/RMX— Programming Division, Headquarters Air Force Resource Management Office

IAS— International Affairs Specialist

IDE— Intermediate Developmental Education

ILR— Interagency Language Roundtable

LASI— Language and Area Studies Immersion

MAJCOM— Major Command

Mil-PDS— Military Personnel Data System

NPS— Naval Postgraduate School

NSA— National Security Affairs

O&M— Operations and Management

OSD— Office of the Secretary of Defense

PAS— Political-Military Affairs Strategist

PEC— Program Element Code

PEM— Program Element Monitor

POLAD— Political Advisor

Pol-Mil— - Political-Military (Affairs)

POM— Program Objective Memorandum

PTDY— Permissive Temporary Duty

RAS— Regional Affairs Strategist

RDEDB— Reserve Developmental Education Designation Board

R-ODP— Reserve Officer Development Plan

SAF— Office of the Secretary of the Air Force

SAF/IA— Deputy Under Secretary of the Air Force (International Affairs)

SAF/IAP— Policy Directorate, Deputy Under Secretary of the Air Force (International Affairs)

SAF/IAPA— International Airmen Division, Deputy Under Secretary of the Air Force (International Affairs)

SecAF— Secretary of the Air Force

SDE— Senior Developmental Education

TRAP— Training Requirements Arbitration Panel

Attachment 2

DEFENSE LANGUAGE APTITUDE BATTERY INFORMATION

As outlined in AFI 36-2605, Attachment 7, the DLAB evaluates an individual's potential ability to complete formal foreign language training. The table below identifies DLAB requirements and training course lengths for the languages most common to RAS development. Refer to AFI 36-2605 for additional information and languages. Course lengths and required scores are subject to change. Contact DLI for current requirements.

Table A2.1. DEFENSE LANGUAGE APTITUDE BATTERY INFORMATION.

CATEGORY	MINIMUM DLAB SCORE	LANGUAGE	COURSE LENGTH
I	95 (+10 for Lvl 15 course)	Danish (DA)	25 weeks
		Dutch (DU) - Flemish (FL)	
		French (FR)	
		Italian (JT)	
		Norwegian (NR)	
		Portuguese - Brazilian (PQ) - European (PT)	
		Spanish (QB)	
II	100 (+10 for Lvl 15 course)	German (GM)	34 weeks
		Malay (ML)	
		Indonesian (JN)	
		Romanian (RQ)	
III	105 (+10 for Lvl 15 course)	Czech (CX)	47 weeks
		Pashto - Afghan (PV) - Peshawari (PW)	
		Persian-Farsi (PF)	
		Polish (PL)	
		Russian (RU)	
		Serbo-Croatian	
		Tagalog (TA)	
		Thai (TH)	
		Turkish (TU)	
		Uzbek (UX)	
		Vietnamese (VN)	
IV	110 (+10 for Lvl 15 course)	Arabic - Modern (AD) - Tunisian (BW)	63 weeks
		Chinese (CM)	
		Japanese (JA)	
		Korean (KP)	